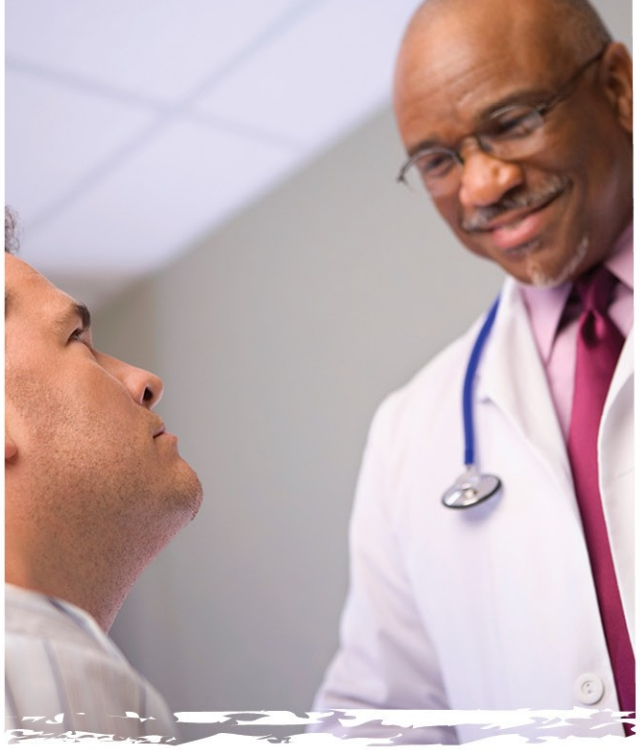


HIV and the DoN Workplace

Hiv_Workplace.pptx (May 2015)

HIV in the DoN workplace

Overview

- DoN Policy
- HIV Testing of Workers
- Workplace Supervisor Responsibilities
- Background: HIV and AIDS
- Transmission and Prevention

HIV in the DoN workplace

DoN policy -- SECNAVINST 5300.30E (uniformed members)

- HIV positive people may not enter military service
- Military members tested every 2 years
- HIV positive active duty members stay on duty so long as they are healthy:
  - Travel to a Naval Medical Center semi-annually for check-up
  - HIV positive members may be disqualified from some unique positions on a case-by-case basis
  - HIV positive members may be assigned ships and overseas on a case-by-case basis

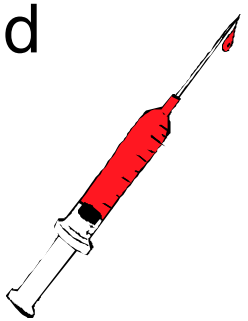
HIV in the DoN workplace

Testing of civilian workers is voluntary but may be required to accept a position:

- Host nation agreement
- Mobility agreement

HIV testing is also indicated for:

- Potential exposure (occupational or non-occupational)
- Infection with another sexually transmitted infection or YB
- Pregnancy
- Drug abuse incident



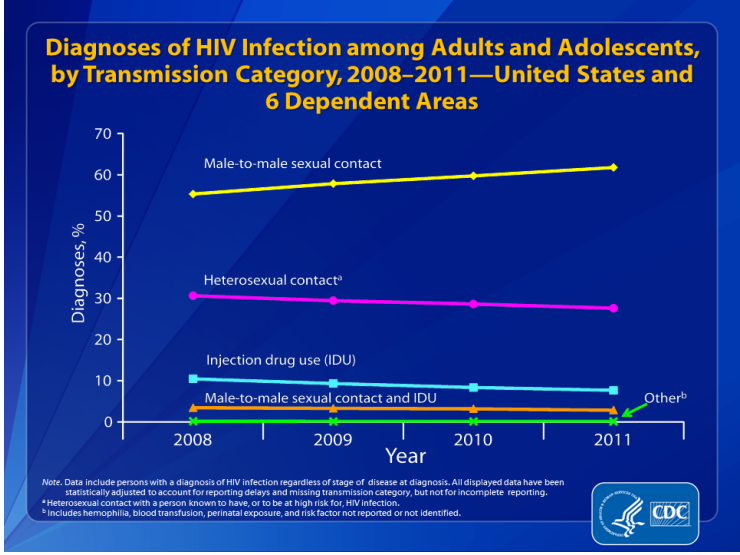
HIV in the DoN workplace

Responsibilities

- Commanders & Activity heads
- Be aware of and accommodate the medical needs of employees
- Supervisors
- Ensure workers are informed of the facts about HIV transmission and prevention
- Employees
- Show respect and compassion for fellow workers

Respect the privacy of coworkers

HIV in the DoN workplace


Diagnoses of HIV Infection among Adults and Adolescents, by Transmission Category, 2008–2011—United States and 6 Dependent Areas
Diagnoses, %
70
60
50
40
30
20
10
0
Male-to-male sexual contact
Heterosexual contact[a]
Injection drug use (IDU)
Male-to-male sexual contact and IDU
Other[b]
2008
2009
2010
2011
Year
Note. Data include persons with a diagnosis of HIV infection regardless of stage of disease at diagnosis. All displayed data have been statistically adjusted to account for reporting delays and missing transmission category, but not for incomplete reporting.
[a] Heterosexual contact with a person known to have, or to be at high risk for, HIV infection.
[b] Includes hemophilia, blood transfusion, perinatal exposure, and risk factor not reported or not identified.
CDC

- HIV causes AIDS
- There is an increasing number of HIV
- infected workers – over 1 million Americans are living with HIV
- Epidemic pattern in the U.S.
- About 56,000 people in the U.S. are infected each year
- About 1 of 5 new infections are among women
- Male-male sexual contact accounts for about 2 of 3 new infections
- Male-female contact accounts for about 1 of 4 new infections
- 85-100 active duty sailors and marines are infected with HIV each year (1 every 4 days); and most are men
- Improved medical treatment = increased longevity in workplace
- There is no cure and no vaccine for HIV

HIV in the DoN workplace

HIV is transmitted via:

- Semen
- Vaginal secretions
- Blood and body tissues
- Breast milk

HIV is **not** transmitted via:

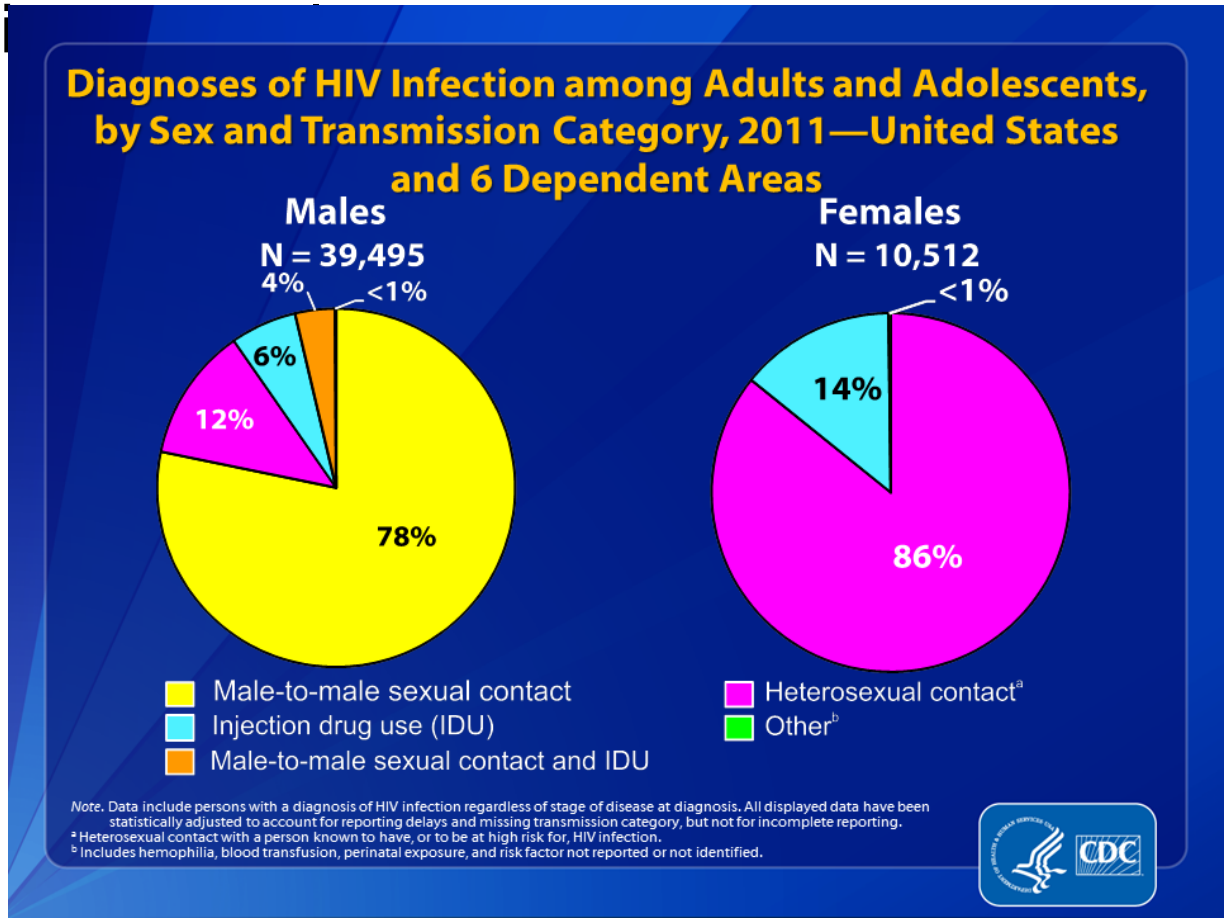
- Sweat
- Tears
- Saliva

HIV in the DoN workplace

- **Transmission** of HIV from person-to-person in the U.S. **does** occur via:
- Sexual contact (anal, vaginal and oral sex)
- Needle-sharing
- Blood / body tissue exchange or exposure (rare)
- Perinatally
  - During pregnancy
  - During birth
  - During breastfeeding

HIV in the DoN workplace

In the U.S., at least 85% of HIV transmission occurs duri


Diagnoses of HIV Infection among Adults and Adolescents, by Sex and Transmission Category, 2011—United States and 6 Dependent Areas
Males
N = 39,495
4%
<1%
6%
12%
78%
Females
N = 10,512
<1%
14%
86%
Male-to-male sexual contact
Injection drug use (IDU)
Male-to-male sexual contact and IDU
Heterosexual contact[a]
Other[b]
Note. Data include persons with a diagnosis of HIV infection regardless of stage of disease at diagnosis. All displayed data have been statistically adjusted to account for reporting delays and missing transmission category, but not for incomplete reporting.
[a] Heterosexual contact with a person known to have, or to be at high risk for, HIV infection.
[b] Includes hemophilia, blood transfusion, perinatal exposure, and risk factor not reported or not identified.
CDC

HIV in the DoN workplace

- HIV is **not** transmitted by casual contact
  - Telephones, toilet seats water fountains, shaking hands, hugging, sharing office equipment, and sneezing pose no risk of HIV transmission
  - HIV is not transmitted through food
- HIV is **not** transmitted by donating blood in the U.S.
- HIV is very rarely transmitted by blood transfusion in the U.S.
- HIV is very rarely transmitted from mothers to babies in the U.S.

HIV in the DoN workplace

What about first aid in the workplace?

- Decision to help is a personal, moral and ethical one
- Transmission of HIV to the helper during first aid is possible if blood to blood contact happens
- Transmission of HIV is rare even to medical workers
- Transmission of HIV is rare even from HIV positive medical workers to patients
- It is always advisable to minimize contact with blood and to thoroughly wash afterwards, even if gloves were worn

HIV in the DoN workplace

What about CPR?

- HIV is not transmitted by saliva unless it contains visible blood
- The risk of getting HIV from performing CPR is so low it has not been defined
- There are no known cases of HIV transmission through rescue breathing or CPR
- HIV positive people should not perform mouth to mouth resuscitation if circumstances allow other immediate or effective methods of ventilation

HIV in the DoN workplace

What about CPR Training?

- HIV positive people can safely participate in CPR training
- There is little or no chance of getting HIV from a manikin
- Offer participants face shields to prevent mouth to manikin contact
- Decontaminate manikins after each class

HIV in the DoN workplace

Prevention

- Reduce sexual risk behavior:
  - Abstain from sex
  - Be faithful to your partner (mutual monogamy)
  - If not in a long-term monogamous relationship, use a condom correctly and every time
  - HIV pre-exposure prophylaxis
  - HIV post-exposure prophylaxis
  - Do not share needles or works
- Adhere to “universal” precautions for in medical and emergency response settings
- If possible, use a barrier to avoid direct contact with blood when giving first aid/CPR

HIV in the DoN workplace

- Summary
- DoN Policy
- HIV Testing of Workers
- Workplace Supervisor Responsibilities
- Background: HIV and AIDS
- Transmission and Prevention

Thank you for helping our people to ‘chart a safe course’

Navy and Marine Corps Public Health Center
Sexual Health and Responsibility Program (SHARP)
620 John Paul Jones Circle, Suite 1100
Portsmouth VA 23708

web:

http://www.med.navy.mil/sites/nmcphc/health-promotion/reproductive-sexual-health/Pages/reproductive-and-sexual-health.aspx

michael.r.macdonald@med.navy.mil

voice: (757) 953-0974 [DSN 377]
fax: x-0688